

EXHIBIT 1

EXHIBIT 1

1 Anna Y. Park, SBN 164242
anna.park@eeoc.gov
2 Nakkisa Akhavan, SBN 236260
nakkisa.akhavan@eeoc.gov
3 Andrea E. Ringer, SBN 307315
andrea.ringer@eeoc.gov
4 U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
5 255 East Temple Street, Fourth Floor
6 Los Angeles, CA 90012
7 Telephone: (213) 785-3008
8 Facsimile: (213) 894-1301
9

Sophie N. Tarazi, SBN 329721
sophia.tarazi@eeoc.gov
10 U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
11 555 W. Beech Street, Suite 504
12 San Diego, CA 92101
13 Telephone: (213) 785-1610
14 Facsimile: (213) 894-1301
15

Attorneys for Plaintiff
16 U.S. EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
17

18 **UNITED STATES DISTRICT COURT**
19 **CENTRAL DISTRICT OF CALIFORNIA**

20 EQUAL EMPLOYMENT
21 OPPORTUNITY COMMISSION,

22 Plaintiff,

23 v.

24 MEATHEAD MOVERS, INC., and
25 DOES 1-10, inclusive,
26 Defendants.
27
28

Case No.: 2:23-cv-08177-DSF-AGR

**DECLARATION OF EEOC ACTING
CHAIR ANDREA R. LUCAS**

DECLARATION OF EEOC ACTING CHAIR ANDREA R. LUCAS

I, Andrea R. Lucas, state the following:

1. I am the Acting Chair of the United States Equal Employment Opportunity Commission (the "Commission"). The Commission is responsible for the administration, interpretation, and enforcement of, among other statutes, the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621. As the Acting Chair, I am responsible for the implementation of Commission policy and the overall operation and administration of the Commission. I am authorized to invoke the governmental privilege for deliberative processes on behalf of the Commission.

2. The operation of the Commission as a law enforcement agency requires the free expression by Commission employees of analyses, advice, recommendations, and conclusions regarding charges processed by the Commission. This necessary free expression extends to decisions made by EEOC investigators, attorneys, and their supervisors in the course of investigating charges of discrimination.

3. I am familiar with the facts of this litigation and my understanding is that Defendant Meathead Movers ("Meathead") seeks testimony regarding (1) which of Meathead's specific employment practices were investigated by the EEOC, during its investigation of Meathead's hiring and recruitment practices and compliance with the ADEA; (2) claimants identified during the investigation; (3) factual information found in the EEOC investigation; (4) evidence of discriminatory employment practices found in the EEOC investigation; and (5) how the administrative investigation led to the instant litigation. I have personally reviewed the Notice of Deposition at issue in the Joint Stipulation Regarding Plaintiff EEOC's Motion for Protective Order, as well as the Charge of Discrimination and the Letter of Determination. The deposition of the EEOC investigator that Meathead seeks to take seeks information relating to the EEOC's methods, strategies, decision-making process, and mental impressions in conducting its investigation of the charge on which the above-designated suit is based. Testimony on such topics would reveal the pre-decisional analyses, advice, and recommendations of Commission employees who worked on the matter and would also implicate myriad internal documents

1 comprising the Commission's pre-decisional deliberations.

2 4. I conclude that disclosure of the information requested by Meathead and
3 described in paragraph 3 above to individuals outside the Commission would inhibit
4 the free expression of opinions by Commission employees, thereby materially
5 impairing the Commission's ability to enforce the statutes within its authority.

6 5. For the reasons stated in the preceding paragraphs, I hereby claim, on
7 behalf of the Commission, the governmental deliberative processes privilege with
8 respect to deposition inquiries that relate to the information described in paragraph 3
9 above.

10
11 I declare under penalty of perjury that the foregoing is true and correct.
12 Executed on February 28, 2025.

13
14 

15 Andrea R. Lucas, Acting Chair
16 Equal Employment Opportunity Commission
17 131 M Street, N.E.
18 Washington, D.C. 20507
19
20
21
22
23
24
25
26
27
28